



Human Rights Commission Minutes

Date: Wednesday, November 16, 2022

Time: 8:00 PM

Location: Conducted by Remote Participation

Notice to the Public on meeting privacy To prevent abuse of video conferencing technology (i.e., Zoom Bombing), all participants, including members of the public, wishing to engage via the Zoom App must register for each meeting and will notice multi-step authentication protocols. Please allow additional time to join the meeting. Further, members of the public who wish to participate without providing their name may still do so by registering to receive the meeting info and using the telephone dial-in information provided.

Please read Governor Baker's Executive Order Suspending Certain Provision of Open Meeting Law for more information regarding virtual public hearings and meetings:

<https://www.mass.gov/doc/open-meeting-law-order-march-12-2020/download>

Present: Co-Chairs Soneja and Carney

Commissioners Brown, Bauer, Pusey, Beauchemin, Rogers, Carey, Grossman, Jolin

Absent: Commissioner Horowitz

DEI Office: Jillian Harvey

Guests: Captain Richard Flynn

Community Members: Rebecca Gruber, Scott Jones, Laurie Key, Elizabeth Dray

Minutes

1. Remote Meeting Notice and Land Acknowledgement (5 min)
 - a. Read by Co-Chair Carney
2. Review of October 2022 Meeting Minutes (2 min)
 - a. Motion to approve with edit to remove Commissioner Carey from attendee list and include Commissioner Grossman as a member of the Commission by Commissioner Beauchemin, seconded by Commissioner Rogers
 - b. *Passed with abstentions* from Commissioners Carey and Jolin
3. Incidents & Complaints
 - a. Bullying of child in APS
 - i. Parents have attempted to work with school administrators who have been unresponsive
 - ii. Child is fearful of other students' behavior – particularly taunting with

- peanut products (child is severely allergic)
- iii. School resource officer has not been involved
- iv. Possible precedent to file criminal charges – Missouri case to be reviewed to confirm
- v. [Massachusetts Bullying and Cyberbullying Law](#)
- vi. Bullying report form available on homepage of APS to be offered to the family
- vii. Letter to be drafted by the AHRC to advocate for victim

4. DEI Update (Jillian Harvey 15 min)

- a. Community equity audit started in June
 - i. Focus groups to begin Nov 18th– open to the public
 - ii. Town notice to be distributed on Nov 17th with details about survey participation
- b. Language access project
 - i. 11/17 – monthly session with City of Boston and Randolph to gather insight on their process to adapt procedures for Arlington
- c. Employee Workshops
 - i. Working with Strategy Matters
 - ii. All employees were in attendance – engaging and collaborative thinking workshops
 - iii. Next round of workshops to beginning week of Nov 28th
- d. Artist project
 - i. Event about Black Joy at Rephairations Nov 20th – focused on black community members
 - ii. Grant scope expanded to build community within Arlington
- e. MLK
 - i. 35th Celebration in Jan. 2023 – will be broadcast on local access

5. Commission Vacancies Update

- a. 3 vacancies to be filled
- b. Appointing bodies include Town Manager, School Committee, and Town Moderator
- c. AHRC to advertise on social media platforms
- d. Job Description
 - i. Commitment of AHRC working hours to include a range (6-12 hrs/mon)
 - 1. Consider differentiating time allocation if assigned as Commissioner on incidents
 - ii. Motion to approved document with amendment to include range of working hours by Commissioner Brown and Bauer
 - 1. *Passed with unanimous vote*

6. Working Groups Update (20 min)

- a. Schools & Education
 - i. DEI Officer to work with schools working group on School Memorandum document
 - ii. Ottoson incidents on the rise – potential for educational work within the schools including students and guardians
 - iii. Equity report to be evaluated by schools working group
- b. Outreach/Events
 - i. Worked on developing a 2023 schedule
 - ii. Banners for IPD and BHM in 2023
 - iii. Motion by Commissioner Bauer to co-sponsor for the Black Joy Program

and provide a grant up to \$150 for refreshments, seconded by Commissioner Pusey

1. *Passed by unanimous vote*

- iv. Motion by Commissioner Bauer to co-sponsor the MLK event and provide a grant up to \$250 for PPE and broadcast on AHRC YouTube channel, seconded by Commissioner Pusey

1. *Passed by unanimous vote*

c. Communications

- i. Domain transferred
- ii. Google workspace being worked on
- iii. Multi language cards to be added to website
- iv. Iran statement – final approval needed
- v. Foot of the Rocks Project to begin 2024 due to funding
- vi. Social media policies – re-evaluate to ensure compliance

d. Housing

- i. Did not meet

7. Native American Heritage month (10 min)

- a. Member of the Chicopee Tribe has volunteered services to help with IPD prep
- b. Day of Mourning Event to be held on Nov 24th

8. Retreat Debrief

- a. Police Presence at meetings
 - i. Policy draft will be available in December
- b. Commissioner Job Description
 - i. Discussed during Commissioner vacancies discussion

9. Draft Hybrid Meeting Policy

- a. Discussion
 - i. Consider change to definition of quorum to include all those that are in attendance and not just in person – current language: voting members to be present in person to mitigate tech/wifi issues effecting the voting process
 - 1. Commissioner Pusey to draft proposal for quorum procedure
 - ii. Rainbow Commission will be piloting the hybrid meeting on Nov 17th at 630pm for those who would like to attend – procedures to be sent to AHRC for review
 - iii. Remote meeting exemption ends in March 2023
 - iv. Policy to be reviewed at Dec meeting

10. Annual Survey

- a. Ensure demography questions are accurate
- b. Welcoming questions should remain the same as last year
- c. Topics for the annual survey usually change every year
- d. Commissioner Pusey and Carey to respond to annual survey email seeking input

11. Commissioner Participation

- a. Motion to table for December meeting by Commissioner Bauer, seconded by Commissioner Grossman
 - i. *Passed with unanimous vote*

12. Civilian Review Board criteria
 - a. Motion to table for December meeting by Commissioner Bauer, seconded by Commissioner Grossman
 - i. *Passed with unanimous vote*
13. Update: Signs/Statues as a Tribute to Indigenous People in Arlington-Comm.-Comm. Pusey
 - a. Discussed during communications discussion
14. Co-Chairs Report (15 mins)
 - a. Permanent Town Manager to be selected
 - b. Co-Chairs meeting:
 - i. Rainbow commissioner to hold first hybrid meeting this week
 - ii. Jillian appointed as President of NAACP Mystic Chapter
15. Community Input (15 Min)
 - a. Elizabeth Dray
 - i. Attended retreat
 1. Shared email from member of the community who is a person of color – member writes: they are fearful in the presence of APD as they have experienced racial profiling and intimidation
16. Announcements (2 min)
 - a. Trans Day of Remembrance - Nov 20
 - b. Next meetings – December 21
 - c. Incident Handling
 - i. November-Commissioner Rogers
 - ii. December-Commissioner Beauchemin
17. Adjournment
 - a. Motion to adjourn by Commissioner Bauer and seconded by Commissioner Carey
 - b. *Passed with unanimous vote*

Next meeting: Wednesday, December 21, 2022, 8:00 pm, Remote Participation

Anyone needing accessibility information or other assistance to attend this meeting should contact dei@town.arlington.ma.us. This meeting is open to all interested individuals.